

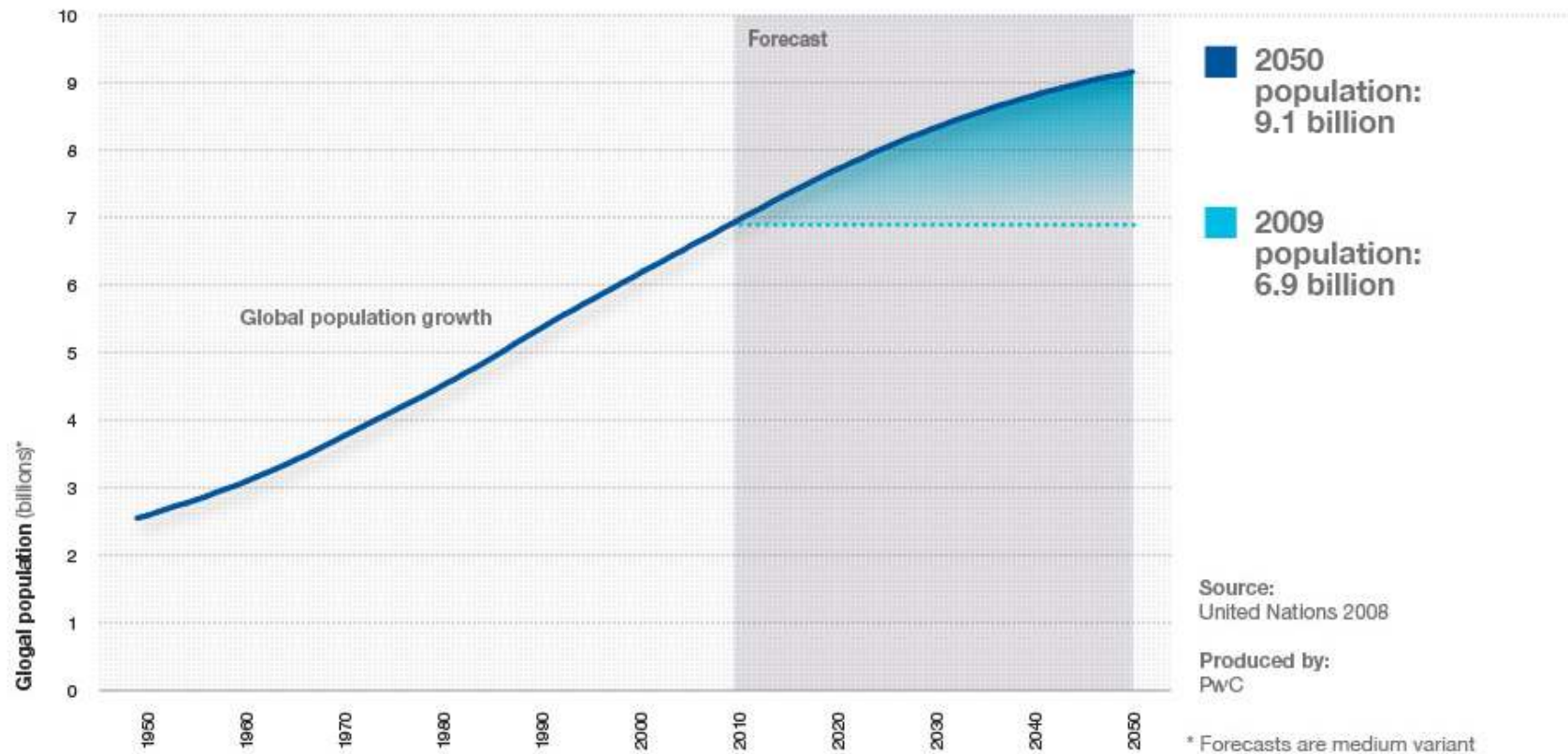


Practising Talent Mobility for Economic Growth

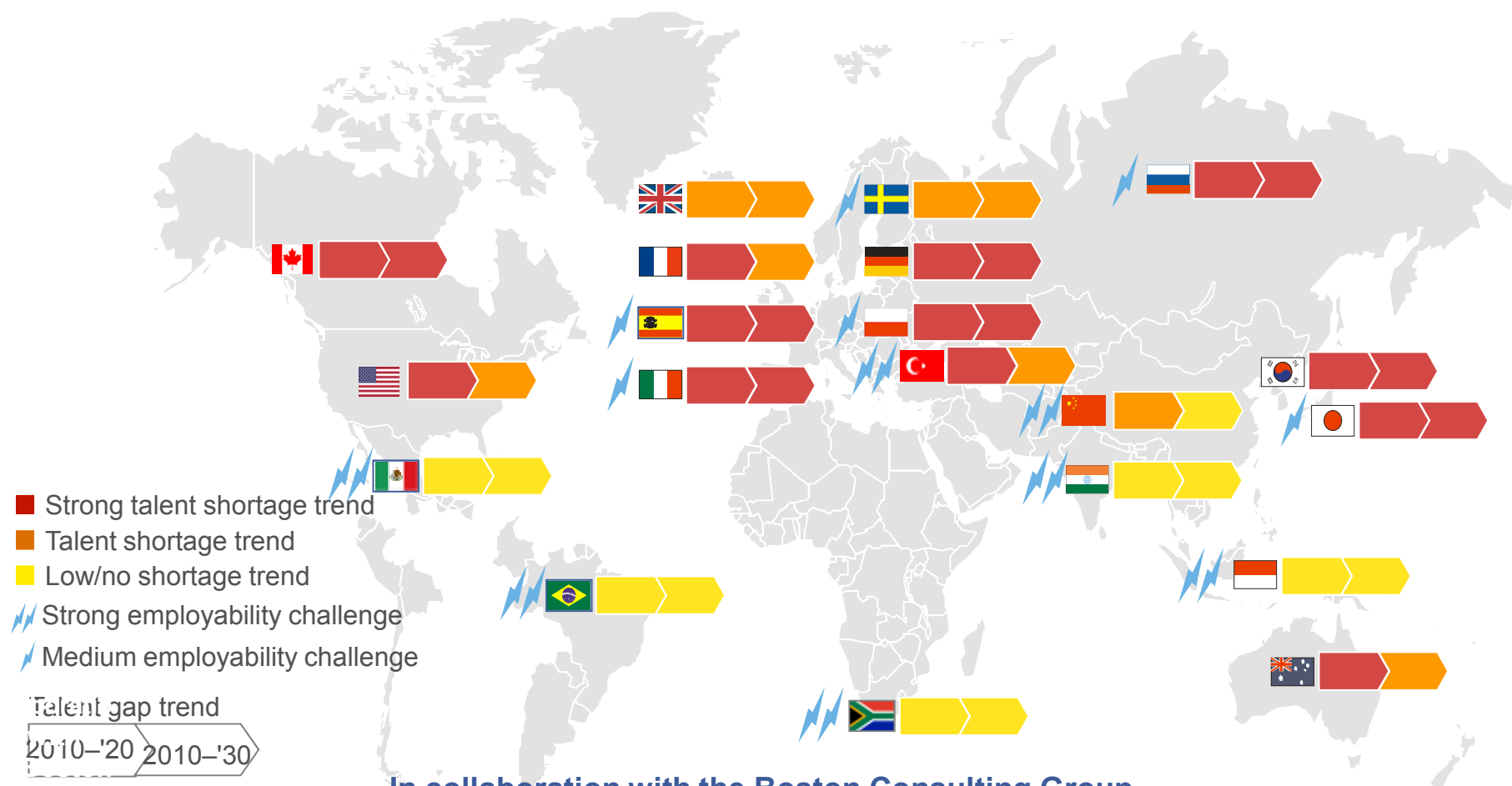
June 16th, 2011

Population Growth

Population is forecast to rise by
2.2 billion people by 2050



Talent Shortages Map 2020 / 2030



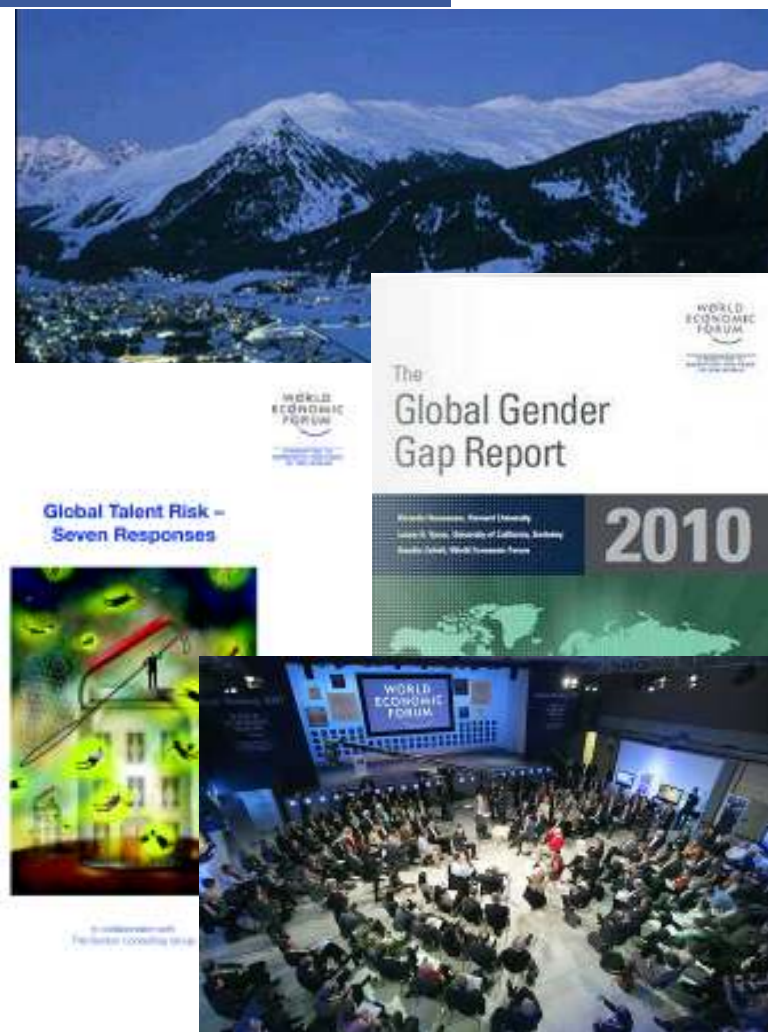
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Note: Color codes based on compound annual growth rates of talent supply and demand by 2020 and 2030
Source: The World Economic Forum Talent Mobility project; BCG analysis

Our Mission

The World Economic Forum is an independent international organization committed to improving the state of the world by engaging business, political, academic and other leader of society to shape global, regional and industry agendas.

Incorporated as a not-for-profit foundation in 1971, and headquartered in Geneva, Switzerland, the Forum is tied to no political, partisan or national interes



Talent Mobility environment...

- ❑ **300 million** new jobs needed by 2015 to absorb the growth in labor force
- ❑ **230 million** Chinese migrated from countryside to cities in recent years
- ❑ **214 million** international migrants worldwide
- ❑ **205 million** unemployed globally
- ❑ **101 million** children do not have access to education
- ❑ By 2030 Europe will need to add **46 million** employees, USA – **25 million** workers, to sustain current level of economic growth
- ❑ **40 %** countries have not equally included women in the workforce
- ❑ **34%** employers experience difficulties filling positions due to lack of available talent

... is interconnected

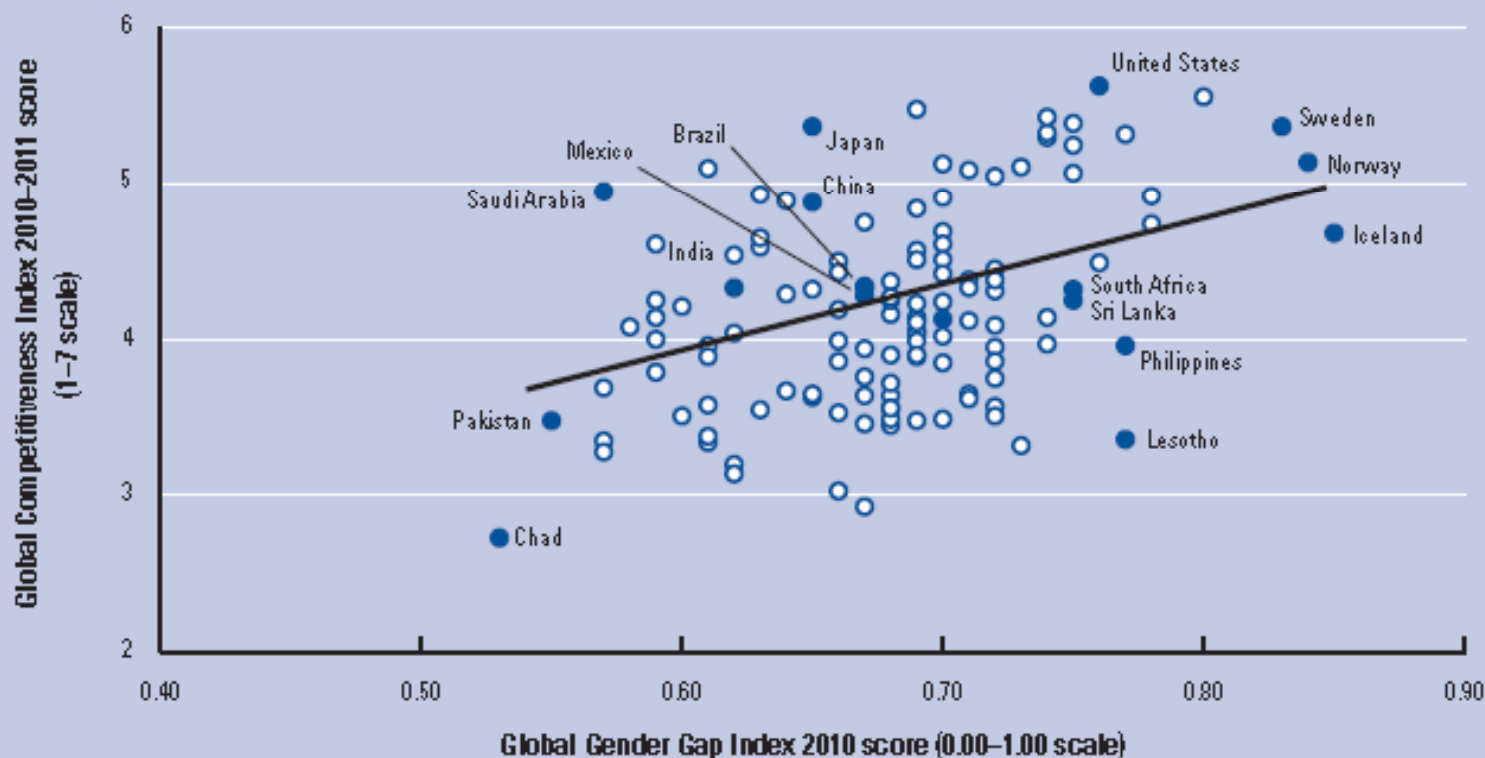


Interdisciplinary Talent Mobility Project scope

Scope of the **Talent Mobility** project includes:

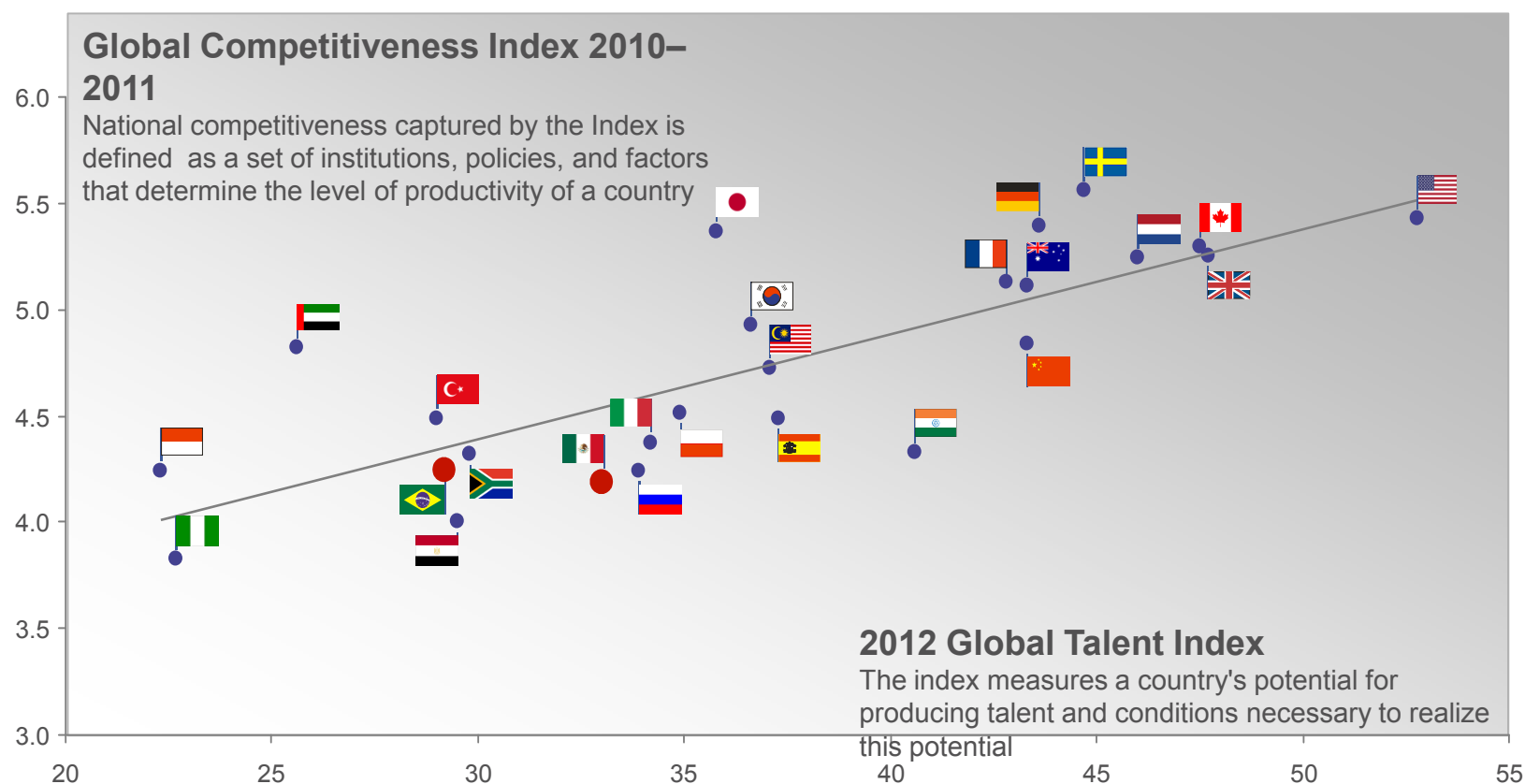
- ☐ Moving people across countries
- ☐ Moving people across occupations
- ☐ Moving people within an organization
- ☐ Moving jobs to people
- ☐ Moving youth to employment
- ☐ Extending and diversifying talent pools
- ☐ Fostering brain circulation
- ☐ Improving employability
- ☐ Job creation
- ☐ Virtual mobility
- ☐ Workforce planning
- ☐ Workforce development & training

Relationship between the Global Competitiveness Index 2010–2011 and the Global Gender Gap Index 2010



Source: Global Gender Gap Index 2010 and Global Competitiveness Index 2010–2011.

Strong link between availability of talent within a country and its competitiveness

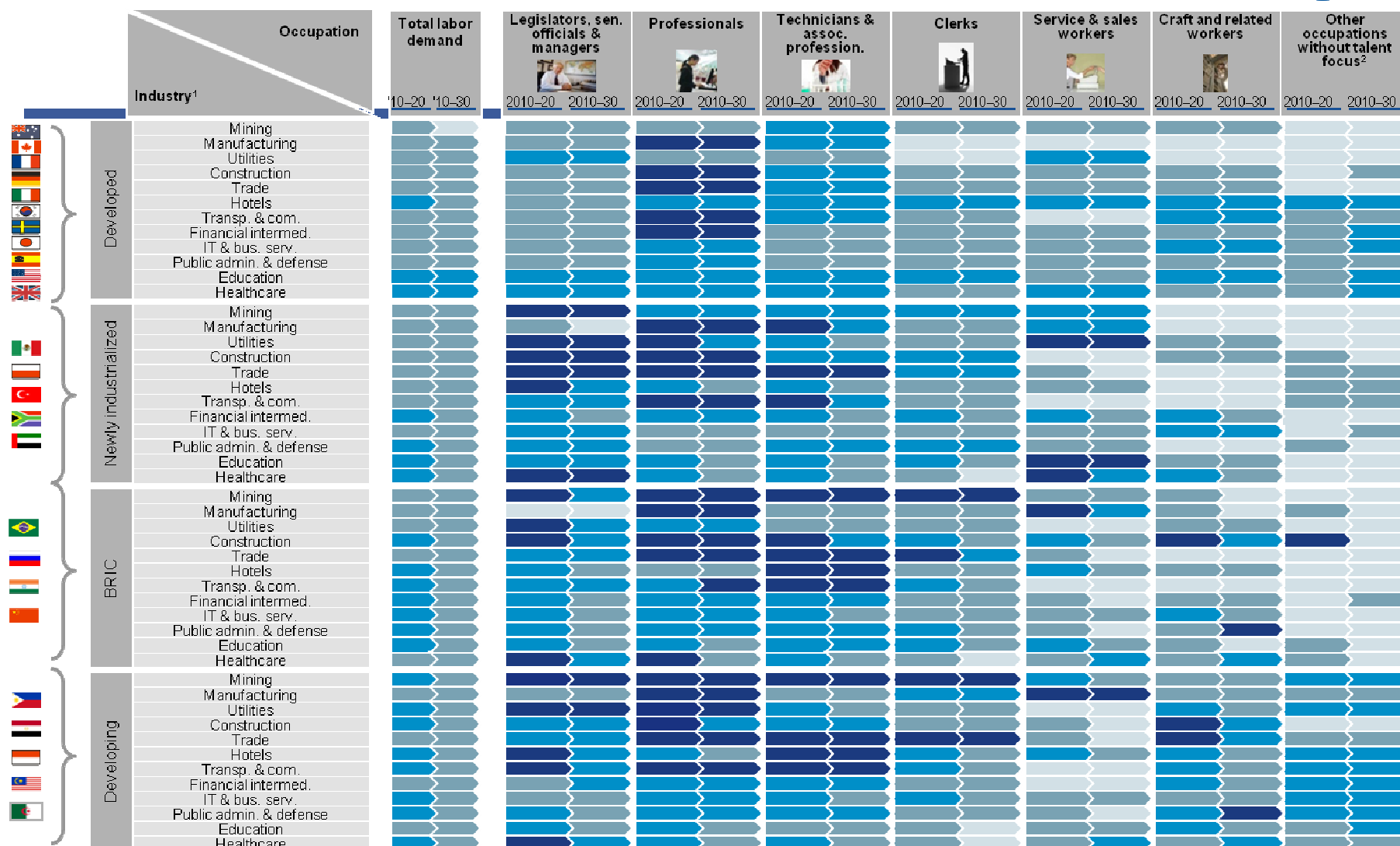


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$R^2 = 0.63$

Source: World Economic Forum - The global competitiveness ranking 2010-2011; Heidrick & Struggles; Economist Intelligence Unit; BCG analysis

Talent Demand trends 2020 / 2030



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1. Excluding Agriculture, Other services 2. According to expert interviews no upper secondary or tertiary education required.
Includes agricultural and fishery workers, low skill plant and machine operators, element. occupations and armed forces. 3. CAGR =
Compound annual growth rate for labor demand Note: Industry split and occupational clusters derived from ILO systematic;
Source: Laborsta; OECD; The Boston Consulting Group analysis

CAGR³ ■ > 4% ■ > 2% ■ 0-2% ■ < 0%

Examples of Talent Mobility Good Practices

WORLD
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ChileGlobal, an international network of successful Chilean business owners and senior executives abroad, weaves Chile deeply into the global knowledge economy

The Indian government acknowledges the importance of the nation's diaspora

Malaysia Puts a Premium on Training, Matching and Migration

Infosys Campus Connect: Helping Graduates to Be "Industry Ready"

The Immigrant Employment Council of British Columbia, Canada (IECBC) helps employers access the full potential of immigrated workers.

Senior Experten Service (SES): ~9,000 retired experts volunteer in ~80 countries help public and private sector organizations

Mutual Recognition Agreement between Québec and France eases labor mobility for 22 trades and professions

Singapore Moves to Attract Highly Skilled Foreigners intensive Recruitment and liberalized Eligibility Criteria

Boehringer Ingelheim funds short-term international assignments for its employees, with full support for families

China introduces Talent Development Plan 2010–2020

The EU has implemented educational exchange programs for more than 160,000 students and vocational trainees per year

GlobalScot taps the talent of leading Scots and friends of Scotland, to establish a worldwide network of influential individuals who can benefit the nation.

Siemens launches the Global Leadership Organization of Women (GLOW) – an initiative for top-performing women at the corporate level throughout the global organization.

Google tries to find female talent early in India through its Women in Engineering Award

BestBuy implemented a results-only work environment (ROWE), giving employees more flexibility

Talent Shortages Hit Asia-Pacific Hard—But Vietnam Hits Back with the development of employment market and labor information systems together with Manpower

Deloitte develops concept to customize careers

Intel introduces virtual recruiting events

The Boston Consulting Group increases social impact work

Where to find all this information?

- ☐ Global Talent Risk Report:
<http://www.weforum.org/reports/global-talent-risks-report-2011>

- ☐ Global Gender Gap Report:
http://www3.weforum.org/docs/WEF_GenderGap_Report_2010.pdf

- ☐ Global Education Initiative:
<http://www.weforum.org/issues/education>

- ☐ Global Agenda Councils, Issues & Drivers Mapping:
<http://www.weforum.org/community/global-agenda-councils>

(or contact anna.janczak@weforum.org)

Thank You



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IMPROVING THE STATE
OF THE WORLD